

INVESTING IN PEOPLE

CP-18 Conference

Annapolis, MD

NORTH ATLANTIC DIVISION

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Chief Engineering, Construction & Operations Division

Norfolk District

Investing in People

The End State

#1 Employees believe they are Corps' most important asset

#2 Development opportunities for all employees

Investing in People

The End State

#3 Identify & qualify employees for future leadership

#4 Ingrain employees with Army and Personal Values to implement Corps Vision

End State #1

Employees Believe they are the
Corps' most important Asset

- Developed a list of Norfolk District contributions to our Quality of Life

NAO Quality of Life

- **Annual/Sick/Family Leave**
- **Administrative Leave for giving blood**
- **Liberal Leave Policy (for foul weather and holidays)**
- **Sick Leave Donations Flex/Compressed Time**
- **10 Paid Holidays**

NAO Quality of Life

- **Health/Life Insurance**
- **Workman's Compensation**
- **Administrative Grievance Program**
- **EEO/AA Program**
- **Employee Assistance Program**
- **Union Representation**
- **Self Directed Retirement Program**

NAO Quality of Life

- **Competitive Salaries**
- **World Wide Employment Opportunities**
- **Career Programs**
- **Training Programs**
- **DA Intern Program**
- **Executive Development Program**
- **Cross Training Opportunities**

NAO Quality of Life

- **Training Budget**
- **Incentive Awards Budget**
- **Credit Union**
- **Welfare Council**
- **Modern Facility**
- **Library**

NAO Quality of Life

- **Cafeteria**
- **Modern Computers**
- **Free Parking**
- **Beautiful Location**
- **Close Proximity to Local Colleges**
- **Safe Work Place**
- **Free Flu Shots**
- **Subsidized Physical Training**

NAO Quality of Life

End State #1 - Employees believe they are Corps' most important asset

**Norfolk District is an
OUTSTANDING
place to work.**

NAO Quality of Life

End State #1 - Employees believe they are Corps' most important asset

**The Corps is an
OUTSTANDING
organization.**

NAO Quality of Life

End State #1 - Employees believe they are Corps' most important asset

**The Corps is an
OUTSTANDING
place to work.**

End State #2
Professional Development
Opportunities for ALL
Employees

Professional Development

Opportunities for ALL Employees

- Automated Individual Development Plan (IDP's)
- District Engineer's policy letter will require IDP to be attached to your TAPES



U.S. Army Corps
of Engineers
Norfolk District

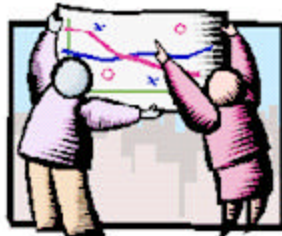
Individual Development Plan Database



Welcome to the Individual Development Plan Database. This site is intended for the use and management of career development plans for employees of the U.S. Army Corps of Engineers, Norfolk District. Unauthorized access or use of this site, or the data contained within is prohibited

[I need some help!](#)

It's your Career



To Plan

To Follow



Professional Development

Opportunities for ALL Employees

If you don't have a plan...
you don't have a career!

Professional Development

Opportunities for ALL Employees

The CEG will set annual goals for the following developmental assignments:

- Executive Development Position
- Cross Training opportunities
- Student / Intern programs to develop diversity

End State #3

Identify and Qualify Employees
for Future Leadership

Identify and Qualify Employees for

Future Leadership

- **District Executive Development Position**
- **Rotation of Branch Chief positions**
- **Combination of Technical Offices
Engineering - Construction - Operations**

Identify and Qualify Employees for

Future Leadership Senior Leadership

adopt the following philosophy:

- **Use the interview process to recruit for and identify leadership talent at the entry level.**

Identify and Qualify Employees for
Future Leadership

Established a
Mentoring Link



NAOnline News



Feature Stories

- [Dismal Swamp Canal Welcome Center dedicated](#) **NEW**
- [Teamwork equals success in Newport News Creek Project](#) **NEW**
- [Norfolk District celebrates Organization Day](#) **NEW**
- [Rumor Control](#) **NEW**
- [Norfolk District personality profiles](#)
- [Historic proclamation signed at district](#)

Departments

- | | |
|--|--|
| • <u>Around the District</u> | • <u>Professional Notes</u> |
| • <u>Sharing Good News</u> | • <u>Speakers Bureau</u> |
| • <u>News Bulletins</u> | • <u>The Colonel's Corner</u> |
| • <u>Partnering Notes</u> | • <u>Installation Support Highlights</u> |
| • <u>Editorial</u> | • <u>Employee Bulletin Board</u> |

Identify and Qualify Employees for
Future Leadership

Establishing a
Norfolk District's
Leadership Development
Program

Future Leadership

NAO Leadership Development Program

- UNDER DEVELOPMENT
- Open to ALL Employees
- Guide to professional development for employees interested in developing their career

Identify and Qualify Employees for
Future Leadership

**Established
Training Board**

Identify and Qualify Employees for

Future Leadership Training Board

- Provides a corporate approach to use of training resources
- Centralized selection of long term training
- Shaping Leadership Development Program

End State #4

**Ingrain employees with Army &
Personal Values to implement
Corps Vision:**

**“The world’s premier engineering
organization. Trained and ready
to provide support anytime,
anywhere.”**

Ingrain employees with Army & Personal Values

Define Corporate Values by adding “*Care*” to Army values:

- **Commitment**
- **Competence**
- **Candor**
- **Courage**
- *Care*

Ingrain employees with Army & Personal Values

Include Army Ethic to Corporate Values:

- **Loyalty**
- **Duty**
- **Selfless Service**
- **Integrity**

INVESTING IN PEOPLE

North Atlantic Division

*We're Making a
Difference!*